

GOVERNMENT OF TELANGANA  
**A B S T R A C T**

L.E.T. & F Department – Amendment to rule 61-N of the Telangana Factories Rules, 1950 – Preliminary Notification – Orders – Issued.

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LABOUR EMPLOYMENT TRAINING & FACTORIES (LAB-II) DEPARTMENT

G.O.Rt.No. 541

Dated: 03-12-2019  
Read

From the Director of Factories, Telangana, Hyderabad,  
Lr.No.B2/1153/2019, Dated: 19.03.2019.

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**ORDER:-**

The Director of Factories, Telangana, Hyderabad in the letter read above, has requested the Government to amend rule 61-N of the Telangana Factories Rules, 1950 as per the Model Factories Rules (Rule 80 and 81 of the Model Factories Rules) under the Factories Act, 1948 (Central Act 63 of 1948).

2. The Government, after careful examination of the matter has agreed for the proposed amendment and decided to issue preliminary notification as required under section 115 (1) of the Factories Act, 1948 (Central Act No.63 of 1948) calling for objections / suggestions within the period of 45 days from the date of publication of this notification in the Telangana Gazette for amendments to rule 61-N. "Protective Equipment" of the Telangana Factories Rules, 1950.

3. Accordingly, the following notification shall be published in the extraordinary issue of Telangana Gazette dated: 05.12.2019:

**PRELIMINARY NOTIFICATION**

The following draft amendment to the Telangana Factories Rules, 1950, which it is proposed to be made in exercise of the powers conferred by section 112 of the Factories Act, 1948 (Central Act 63 of 1948) is hereby published in the Telangana Gazette for the general information of the public as required under sub-section (1) of section 115 of the said Act.

Notice is hereby given that the said draft amendment will be taken into consideration by the Government after the expiry of a period of forty-five (45) days from the date of its publication in the Telangana Gazette and any objections or suggestions, which may be received from any person within the aforesaid period thereof will be taken into consideration by the Government of Telangana. The objections and suggestions should be addressed to the Principal Secretary to Government, Labour, Employment, Training and Factories Department, Telangana Secretariat, Hyderabad in duplicate.

**AMENDMENT**

In the said rules, for rule 61-N, the following shall be substituted, namely:-

**"Rule 61-N. Personal Protective Equipment:-**

(1) All workers should be mandatorily provided with Personal Protective Equipments (PPEs) as required under any of the provisions of the Act or the Rules and such PPEs shall conform to the relevant **National Standard**. The occupiers shall require the workers to use such PPEs and the same shall be maintained in proper working conditions by the occupier. No charge what so ever shall be charged by the occupier from the workers for provision of such PPEs.

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(2) Without prejudice to the generality of the provisions of sub-rule (1), the various types of PPEs to which this rule shall extend for use in factories shall be as prescribed below:

**i. Safety Helmet:**

All workers who are likely to be exposed to any hazard which may cause head injury shall be provided with safety helmets conforming to relevant **National Standards**. All the workers shall be adequately trained on proper use of such PPEs. When work at height is being carried out such safety helmet shall be provided with a nape strap. No safety helmet which has resisted an impact shall be reused. Periodic cleaning and visual inspection to check any deformation in size or shape shall be carried out.

**ii. Protective Footwear:**

Protective footwear should be provided to workers who are exposed to hazards which are likely to cause injury to them by way of materials being dropped on their feet or nail or other sharp objects penetrating their sole. The type and nature of foot wear to be used at workplaces shall be decided by the occupier based on nature of work being carried at such work places. Proper disinfection shall be carried out to prevent contagious fungal infection of the skin that causes scaling, flaking, and itching of the affected areas. Proper medical care shall be carried out to prevent workers from suffering from ingrown nails, metatarsalgia, heel spur, hammer toes and nerve damage after wearing safety shoe.

**iii. Safety Goggles and Spectacles:**

The relevant **National Standard** shall be applicable for eye-protection intended for use in industrial undertakings to provide protection for the eyes of the workers against hazards such as flying particles and fragments, splashing materials and molten metal's harmful dust, gases or vapours, aerosols and radiations which are likely to impair vision or damage the eyes. Additional eye protection over their prescription lenses shall be used ensuring that the protective eyewear does not disturb the proper positioning of the prescription lenses.

**iv. Equipment for Eye and Face Protection during Welding:**

Relevant **National Standard** shall be followed for the requirements of goggles, hand shield and helmet intended to protect an operator above the shoulder from harmful radiation, spark and particles of hot metal during welding, cutting and similar operations employing a gas flame or electric arc.

**v. Gloves and Protective Clothing:**

Suitable gloves, leather gauntlets and mittens conforming to relevant National Standard shall be used for protection of hand of the workers from getting injured. Such protective gloves shall be provided where the hands are exposed to hazards such as those from skin absorption of harmful substances; severe cuts or lacerations; severe abrasions; punctures; chemical burns; thermal burns; and harmful temperature extremes. Suitable protective clothing as per relevant **National Standard** available for apron (Rubberized, acid and alkali resistant) shall be used for protection of workers who are likely to be exposed to any hazard which may cause injury to their skin.

**vi. Ear Protection when exposed to Noise:**

Protection against the effects of noise exposure shall be provided when the sound levels exceed the prescribed standards. The relevant **National Standard** shall be followed while selection of suitable ear protection. Periodic disinfection of reusable ear protectors shall be carried out to eliminate hearing loss caused by infection, discharge, pain etc. in the ear.

**vii. Respiratory Protection:**

Respiratory Protective equipment based on the nature of hazard as per the relevant **National Standard** shall be provided by the occupier of the factory to the workers for their respiratory protection against dust, fumes, gases, particulates etc. Clinical examination and appropriate medical tested shall be undertaken to avoid Irritant dermatitis, nose bridge sores, etc. because of prolong use of respiratory personal protective equipment.

**viii. Other Protective Equipment:**

Appropriate personal protective equipment based on the nature of hazards as per the relevant **National Standard** shall be provided by the occupier to the workers. These shall include the following:-

- a) Safety harnesses with independently secured lifelines where protection against falls cannot be provided by other appropriate means.
- b) Life vests and life preservers where there is a danger of falling into water.
- c) Distinguishing clothing or reflective devices or otherwise conspicuously visible material when there is regular exposure to danger from moving vehicles.

**(3)** The Inspector may, having regard to the nature of the hazards involved in work and process being carried out, order the occupier or the manager in writing to supply to the workers exposed to particular hazard any personal protective equipment conforming to relevant **National Standard** as may be found necessary.

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF TELANGANA)

Dr. SHASHANK GOEL,  
PRINCIPAL SECRETARY TO GOVERNMENT

To  
The Commissioner of Printing, Stationary and Stores Purchases (PW),  
Chanchalguda, Hyderabad. (with a request to furnish 20 copies of the preliminary notification)  
The Director of Factories, Telangana, Hyderabad  
Copy to:  
The P.S. to Special Secretary to Chief Minister  
The P.S. to Minister (Labour & Employment)  
The Law (F) Department  
S.C.

// FORWARDED :: BY ORDER //

SECTION OFFICER